

## ENROLLED ORDINANCE 158-58

### RATIFICATION OF 2002-2003-2004 PARKS COLLECTIVE BARGAINING AGREEMENT

WHEREAS Waukesha County has engaged in collective bargaining with Parks employees represented by AFSCME Local 1365, and

WHEREAS the parties have reached a tentative agreement, subject to the ratification by the Waukesha County Board of Supervisors.

THE COUNTY BOARD OF SUPERVISORS OF THE COUNTY OF WAUKESHA DOES ORDAIN, the following recommendations of the Personnel Committee and the accompanying changes in wages, hours, and working conditions of employees represented by the AFSCME Local 2494 be approved.

#### Section I. Contract Language and Personnel Policy

- A. Modify the collective bargaining agreement to cover the years 2002-2003-2004.
- B. Effective the first of the month following ratification amend mileage reimbursement to provide that the reimbursement level will be made at the level established by the IRS. Modify car pool incentive to provide the following: three (3) people in a vehicle - fifteen cents (15¢) per mile; four to five (4-5) people in a vehicle – twenty-five cents (25¢) per mile; six plus (6+) people in a vehicle – thirty-five (35¢) per mile.

#### Section II. Benefits

- A. Effective January 1, 2004, the County will provide employees the opportunity to participate in the Section 125 Medical Reimbursement Plan.
- B. Effective January 1, 2004, modify the CompCare HMO health insurance plan as follows:
  - 1. Lifetime maximum 2 million;
  - 2. Emergency room co-pay--\$25 life threatening; \$50 urgent care;
  - 3. Office Visit \$10;
  - 4. Inpatient co-pay \$25, day, maximum \$250 per occurrence;
  - 5. Medical equipment co-pay \$25;
  - 6. Skilled home care co-pay \$10; and,
  - 7. Drug co-pay \$10 generic, \$20 brand, \$30 out of formulary.

Section III. Effective January 1, 2004, modify the Point-Of-Service health insurance plan as follows:

- A. Change the prescription drug co-pay to \$10 generic/\$15 brand/\$25 out-of-formulary.
- B. Modify the in-network benefit plan to provide 90%/10% coinsurance; \$100 single/\$300 family deductible; \$400 single/4800 family out-of-pocket co-

insurance maximum.

#### Section IV. Classification and Compensation

- A. Across-the-board increase of three percent (3%) shall be applied to the 2001 rates of pay effective December 29, 2001.
- B. An across-the-board increase of three percent (3%) shall be applied to the 2002 rates of pay effective December 28, 2002.
- C. An across-the-board increase of three percent (3%) shall be applied to the 2003 rates of pay effective December 27, 2003.
- D. A wage adjustment of thirty-five cents (35¢) per hour shall be applied to all classifications effective December 26, 2003 after the across-the-board increase.
- E. Effective December 26, 2003 reclassify one regular full-time position of Park Maintenance Worker to Park Foreman.